

## Geographic Area

When the respondents were broken out by geographic area there were 418 urban, 675 rural, and 253 frontier respondents. As seen in Figure 5, urban areas had the highest return rate with 92.1 percent. The frontier areas followed with the next highest return rate with 88.2 percent. Rural areas had the third highest return rate with 84.7 percent.

Figure 6 indicates that in 2008, 47.3 percent of all full-time budgeted positions and 38.1 percent of all part-time budgeted positions were located in the urban geographic areas, and they accounted for 37.7 percent of all budgeted vacancies, full-time and part-time combined in 2008. In comparison in 2007, 45.5 percent of full-time budgeted positions and 37.1 percent of part-time budgeted positions were located in the urban geographic areas, and they accounted for 41.5 percent of all budgeted vacancies in 2007, full-time and part-time combined.

This means that in 2008, 62.3 percent of the full-time and part-time budgeted vacancies reported were in rural and frontier geographic areas, a 6.5 percent increase from 58.5 percent in 2007. In addition, in 2008, 63.6 percent of turnovers were in frontier and rural geographic areas, a 12.8 percent increase from 56.4 percent in 2007. Therefore, the percent of budgeted vacancies, full-time and part-time, in rural and frontier areas increased from 2007 and the percent of turnovers in rural and frontier areas increased from 2007.

### Urban Defined

*An area having a population center of 50,000 or more.*

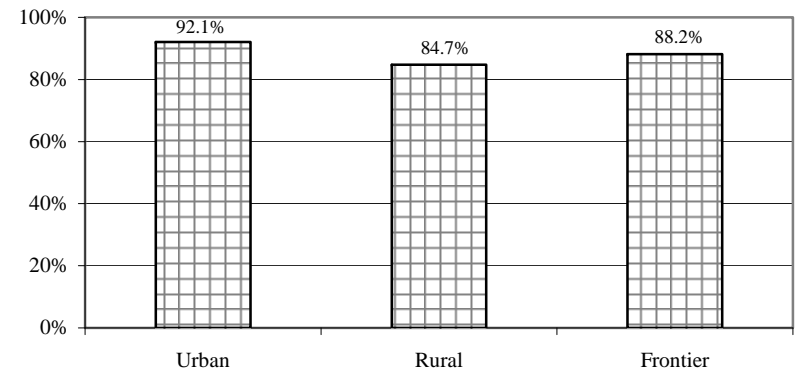
### Rural Defined

*Population density of more than six persons per square mile but no population centers of 50,000 or more.*

### Frontier Defined

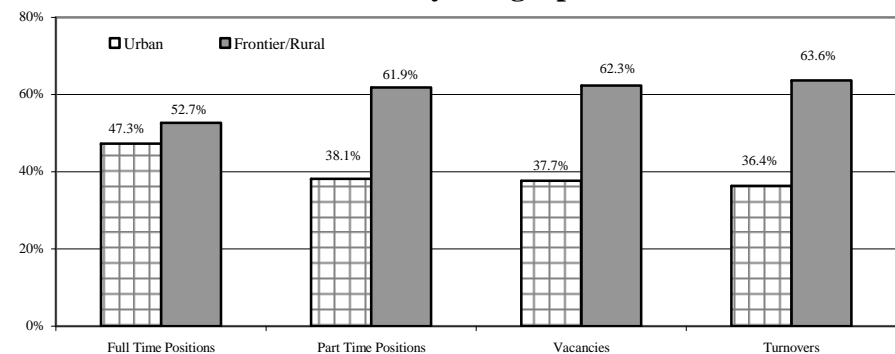
*Population density of six or less persons per square mile.*

**Figure 5**  
**Percent of Surveys Received by Geographic Area**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

**Figure 6**  
**Percent of Full-Time Positions, Part-Time Positions, Combined Budgeted Vacancies and Combined Turnovers by Geographic Area**

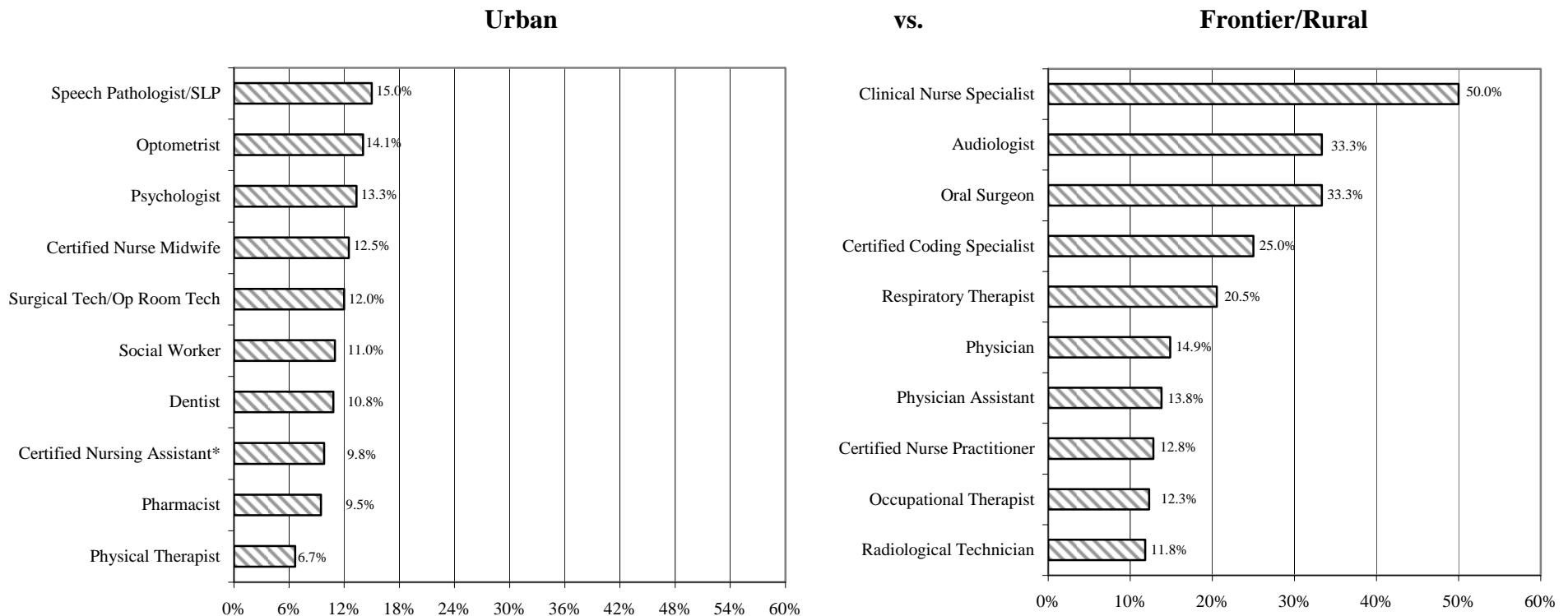


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

The positions with the highest percent of vacancies in the urban and frontier/rural geographic areas are reflected in Figure 7. These positions had the highest percentage of vacancies of budgeted positions. Speech Pathologist/SLP had the highest vacancy rate in urban geographic areas with 15 percent, followed by optometrist with 14.1 percent, and psychologist with 13.3 percent. In the frontier/rural geographic areas clinical nurse specialist had the highest vacancy rate with 50 percent, followed

by audiologist with 33.3 percent, and oral surgeon with 33.3 percent. In 2008, the percent of budgeted vacancies for facilities located in urban geographic areas was 5 percent, while the percent of budgeted vacancies for facilities located in frontier/rural geographic areas was 8 percent. When comparing to 2007, the percent of budgeted vacancies for urban geographic areas was 3.9 percent, while the percent of budgeted vacancies for frontier/rural geographic areas was 4.5 percent.

**Figure 7**  
**Positions with the Highest Percent of Vacancies by Geographic Areas**

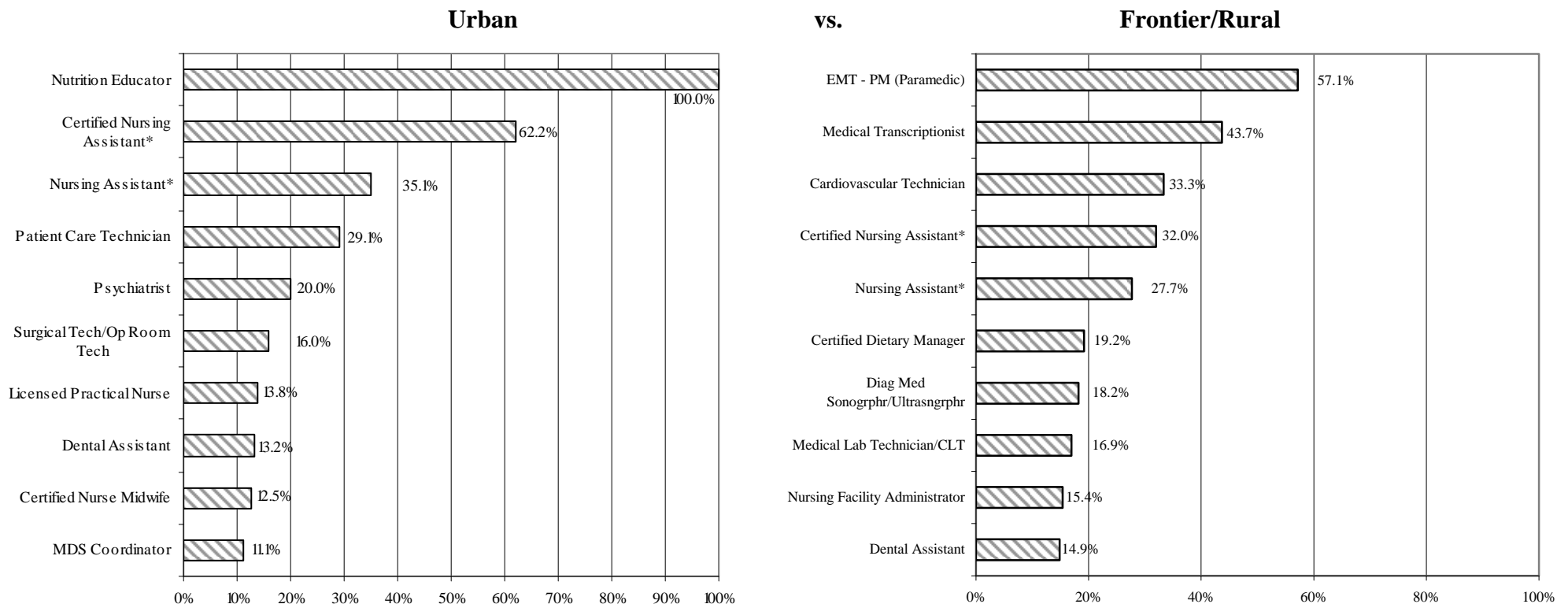


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records  
 Note: \* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.  
 Please do not use past publications to conduct trend analysis on nursing assistants.

The positions with the highest percent of turnovers in the urban and frontier/rural geographic areas are reflected in Figure 8. This means that these positions had the highest percentage of turnovers of budgeted positions. Nutrition educator had the highest turnover in urban geographic areas with 100 percent followed by certified nursing assistant with 62.2 percent. Nursing assistant with 35.1 percent was the third highest turnover in the urban geographic areas. EMT – PM (paramedic) had the highest turnover in frontier/rural geographic areas with 57.1 percent

followed by medical transcriptionist with 43.7 percent. The third highest turnover in the frontier/rural area was cardiovascular technician with 33.3 percent. In 2008, the percent of turnovers for facilities located in urban geographic areas was 13.7 percent, while the percent of turnovers for facilities located in frontier/rural geographic areas was 16.4 percent. When comparing to 2007, the percent of turnovers for urban geographic areas was 16.3 percent, while the percent of turnovers for frontier/rural geographic areas was 13.1 percent.

**Figure 8**  
**Positions with the Highest Percent of Turnovers by Geographic Areas**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: \* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

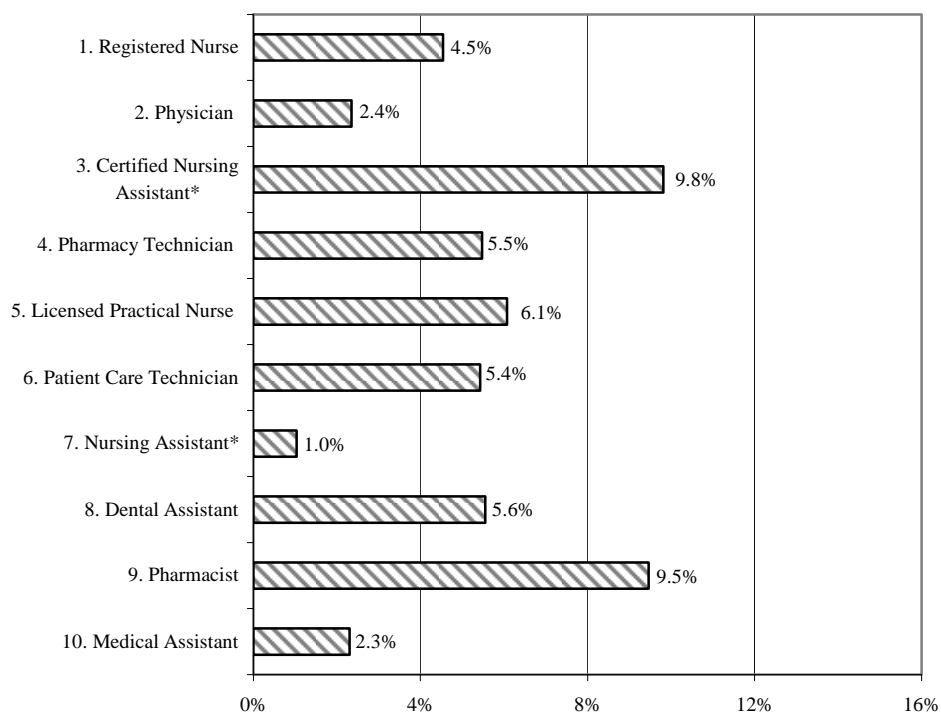
Please do not use past publications to conduct trend analysis on nursing assistants.

Another way to look at vacancy percentages would be to list the top 10 budgeted full-time positions and their vacancy rate. Figure 9 displays the top 10 budgeted full-time positions and their vacancy rate. Of the top 10 budgeted full-time positions in the urban geographic areas, certified nursing assistant had the highest

vacancy rate with 9.8 percent, followed closely by pharmacist with 9.5 percent, and licensed practical nurse with 6.1 percent. In the frontier/rural geographic areas physician had the highest vacancy rate with 14.9 percent, followed by physician assistant with 13.8 percent, and pharmacy technician with 11.3 percent.

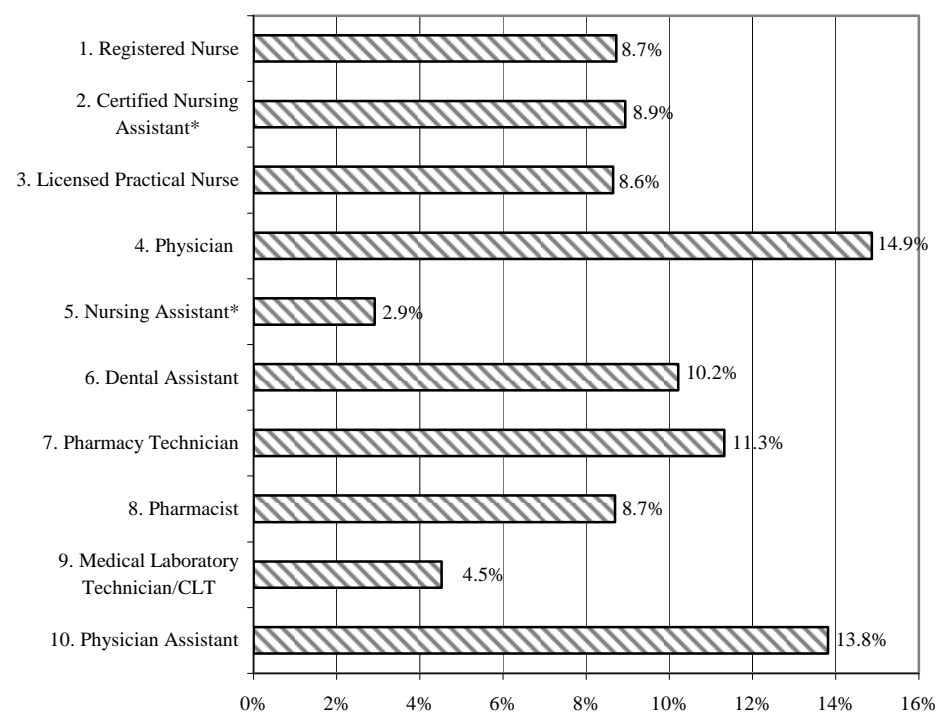
**Figure 9**  
**Top Ten Budgeted Full-Time Positions and Percent of Vacancies**

**Urban**



vs.

**Frontier/Rural**

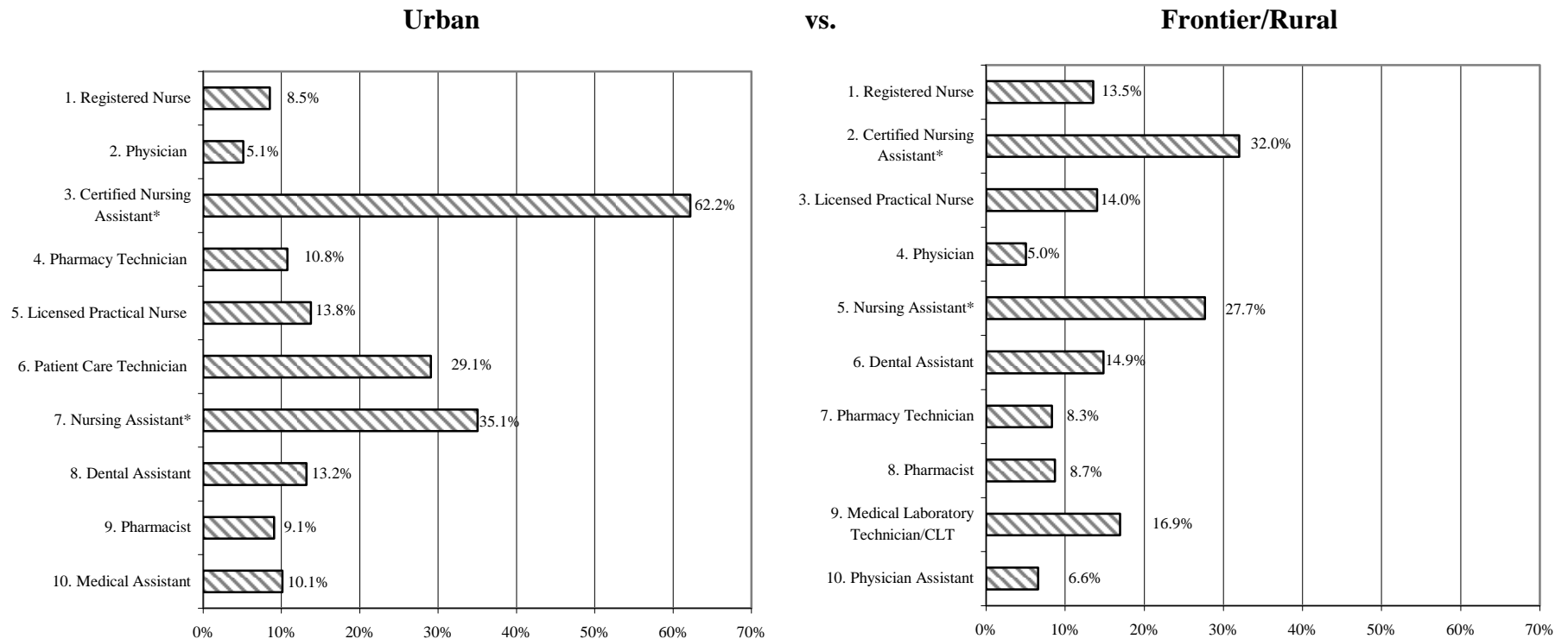


Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records  
Note: \* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.  
Please do not use past publications to conduct trend analysis on nursing assistants.

Another way to look at turnover percentages would be to list the top 10 budgeted full-time positions and their turnover rate. Figure 10 displays the top 10 budgeted full-time positions and their turnover rate. Of the top 10 budgeted full-time positions in the urban geographic areas certified nursing assistant had the highest turnover rate with 62.2 percent, followed by nursing

assistant with 35.1 percent, and patient care technician with 29.1 percent. In the frontier/rural geographic areas certified nursing assistant was also the highest with a turnover rate of 32 percent, followed by nursing assistant with 27.7 percent, and medical laboratory technician/CLT with 16.9 percent.

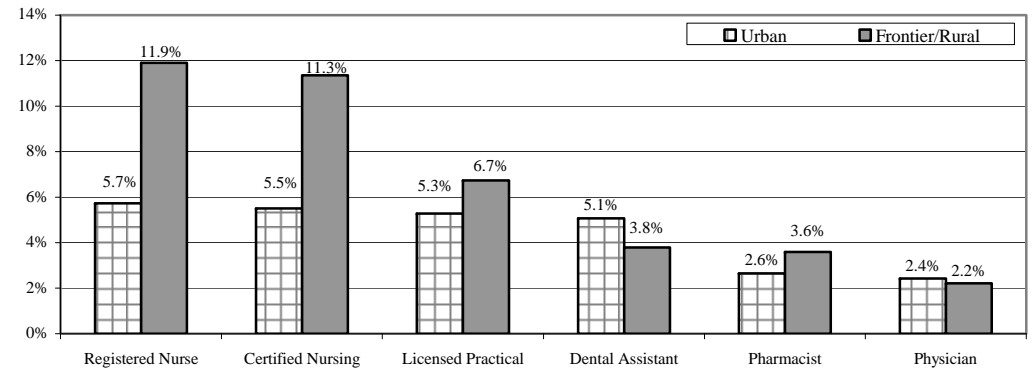
**Figure 10**  
**Top Ten Budgeted Full-Time Positions and Percent of Turnovers**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records  
 Note: \* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.  
 Please do not use past publications to conduct trend analysis on nursing assistants.

Figure 11 shows the top hard-to-fill positions in urban and frontier/rural geographic areas. In urban geographic areas registered nurse was indicated most frequently as a hard-to-fill position with 5.7 percent of urban facilities checking it. The second highest position was certified nursing assistant with 5.5 percent followed by licensed practical nurse with 5.3 percent of urban facilities checking them. In frontier/rural geographic areas, registered nurse was indicated most frequently as a hard-to-fill position with 11.9 percent of the frontier/rural facilities selecting it. The second highest was certified nursing assistant with 11.3 percent followed by licensed practical nurse with 6.7 percent of frontier/rural facilities noting them.

**Figure 11**  
**Hard-to-Fill Positions by Geographic Area**



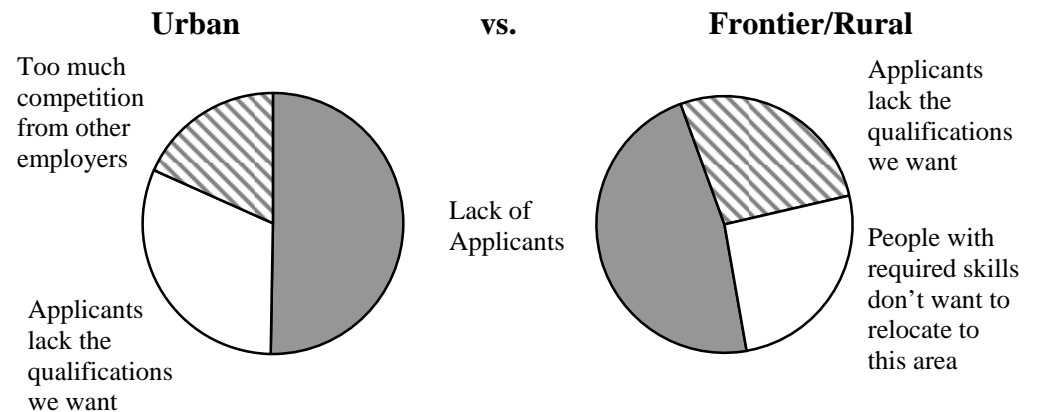
Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Note: \* Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants.

Please do not use past publications to conduct trend analysis on nursing assistants.

Figure 12 shows the responses to why there were hard-to-fill vacancies for both urban and frontier/rural geographic areas. The number one reason for both urban and frontier/rural geographic areas was “lack of applicants.” The number two reason for both urban and frontier/rural geographic areas was “applicants lack the qualifications we want.” The number three reason for urban geographic areas was “too much competition from other employers” while the number three reason for frontier/rural geographic areas was “people with required skills don’t want to relocate to this area.”

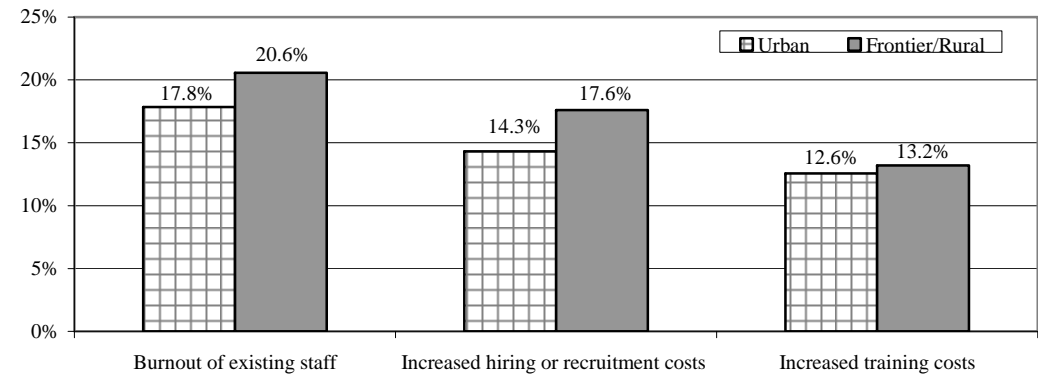
**Figure 12**  
**Responses to Why Positions Were Hard-to-Fill by Geographic Area**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 13 shows the impact of vacancies or turnovers on an institution. The top response of the impact of vacancies or turnovers on an institution in both urban and frontier/rural geographic areas was “burnout of existing staff.” The second most frequently indicated response in both urban and frontier/rural geographic areas was “increased hiring or recruitment costs.” The third most frequently indicated response in both urban and frontier/rural geographic areas was “increased training costs.”

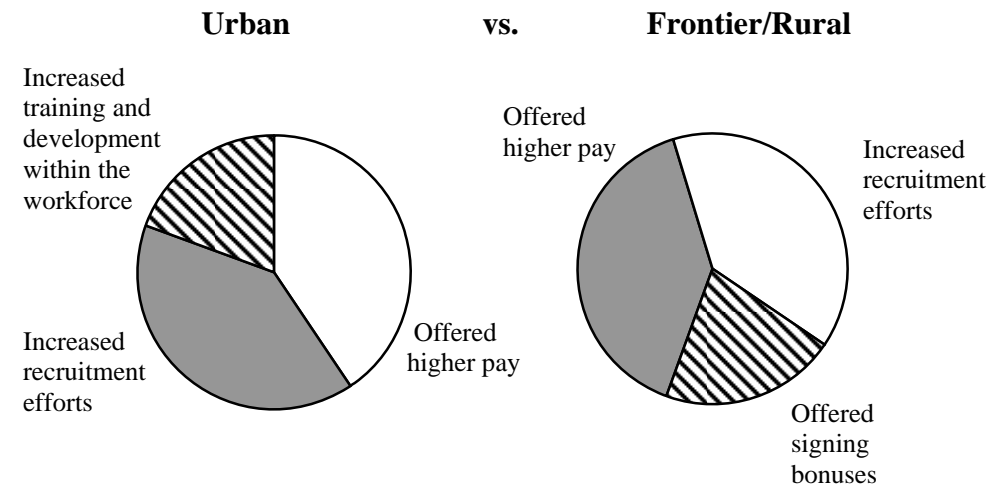
**Figure 13**  
**Impact of Vacancies or Turnovers on an Institution by Geographic Area**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

Figure 14 illustrates the measures taken to tackle the problem of hard-to-fill vacancies. The number one measure taken for both urban and frontier/rural geographic areas was “offered higher pay.” “Increased recruitment efforts” was the second measure taken for both urban and frontier/rural geographic areas. “Increased training and development within the workforce” was the third measure taken for urban geographic areas; while the third measure taken for frontier/rural geographic areas was “offered signing bonuses.”

**Figure 14**  
**Measures Taken to Tackle Hard-to-Fill Vacancies by Geographic Areas**



Source: South Dakota Department of Health, Office of Data, Statistics, and Vital Records

